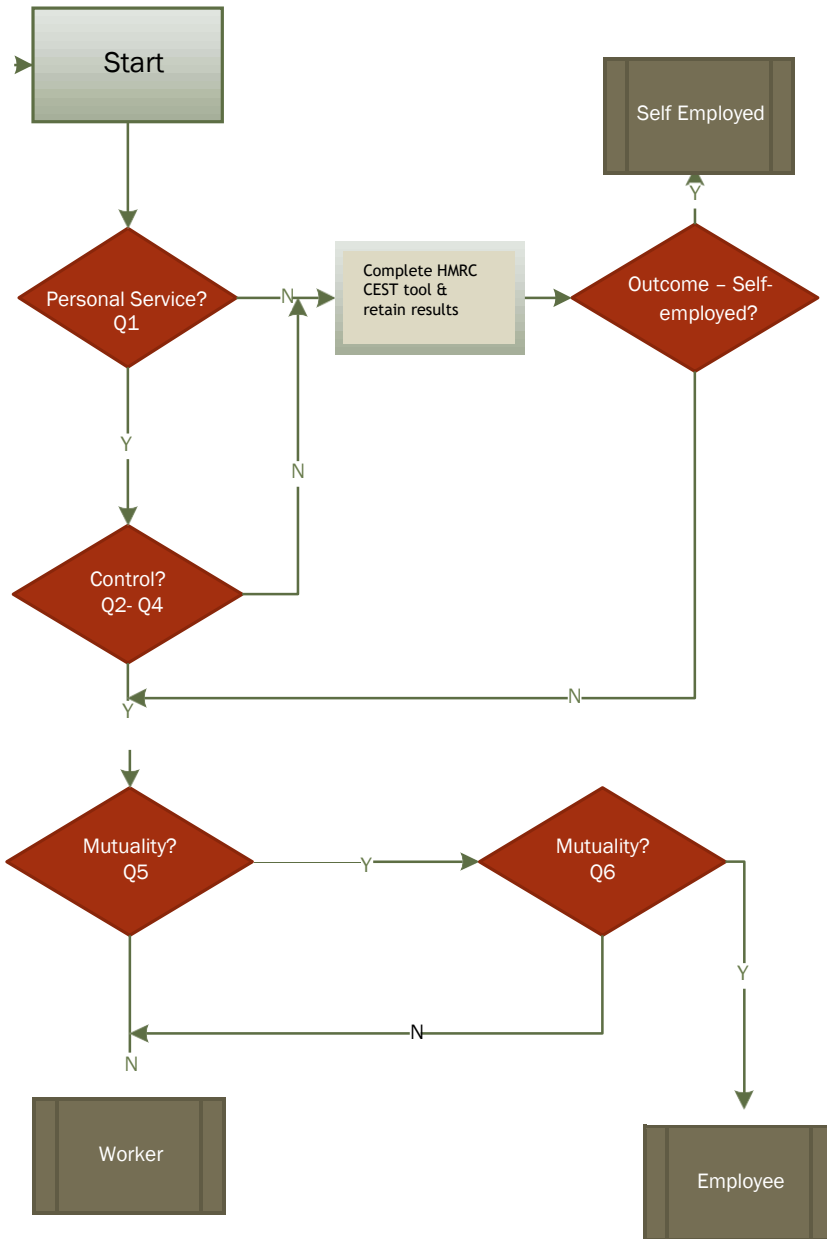


# Extended Workforce - Employment Status Flowchart

Please answer relevant questions on right and follow flowchart



## Personal Service

**Q1** Do you want to engage an individual to carry out the work personally, i.e. without the power to substitute themselves for anyone else they see fit?

## Control

**Q2** Will you have control over how and when work is carried out?

**Q3** Will you provide any business tools or equipment for their work?

**Q4** Will the individual be an integral part of the university?

## Mutuality

**Q5** Will there be an expectation for you to provide regular work to the individual?

**Q6** Will there be an expectation for the individual to accept the work offered?